



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date: 13 July 2017
Location: Ashmore PCYC
Time: 8:00am to 4:00pm
Attendees: Commissioner Ian Stewart (Chair)
 Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing
 Deputy Commissioner (Specialist Operations) Steve Gollschewski
 A/Deputy Commissioner (Regional Operations) Bob Gee
 Assistant Commissioner Tony Wright, Southern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Maurice Carless, State Crime Command
 Assistant Commissioner Alastair Dawson, Central Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 A/Assistant Commissioner Brian Wilkins, Brisbane Region
 Assistant Commissioner Paul Stewart, Police Capability Command
 Assistant Commissioner Tracy Linford, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Paul Taylor, Northern Region
 Assistant Commissioner Mike Keating, Road Policing Command
 Assistant Commissioner Shane Chelepy, Community Contact Command
 Assistant Commissioner Peter Crawford, Commonwealth Games Group
 Chief Superintendent Cameron Harsley, Crime & Corruption Commission
 Paul Alsbury, Executive Director Legal Division
 Anthony Crack, Executive Director, Organisational Capability Command
 Jenson Spencer, Chief Digital Officer

Invited Guests: Peter Griffin, Chief Operating Officer, PSBA
 Kurt Marsden, General Manager, Human Resources, PSBA
 Greg Watts, A/Chief Information Officer, Frontline & Digital Services, PSBA

Board Secretary: A/Inspector Bill Randle
 Project Officer Kristie Rose

	ITEM	ACTION
1.0	<p>Welcome and Apologies</p> <p>Opening and Welcome</p> <p>The Chair opened the meeting at 8:00am and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Welcomed the invited attendees from the Public Safety Business Agency. • Acknowledged the relieving ELT members. • Acknowledged the Ashmore PCYC staff and regional members and thanked ELT members for attending and supporting the local community. 	
1.1	<ul style="list-style-type: none"> • Noted the Bereavements since the last meeting on 9 December 2016 as: <ul style="list-style-type: none"> ○ Sch4p4(6) ○ [Redacted] ○ [Redacted] ○ [Redacted] ○ [Redacted] 	



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ITEM	ACTION
<p>Apologies</p> <p>The chair noted the following apologies:</p> <ul style="list-style-type: none"> • Deputy Commissioner Martin, represented by A/Deputy Commissioner Gee; and • Rod Wilson, General Manager, Business Services, PSBA. 	
<p>Confirmation of Agenda</p> <p>There were no amendments to the agenda requested by ELT members.</p>	
<p>Minutes of Previous Meeting</p> <p>The minutes of the previous meetings held on 9-10 March 2017 were accepted as an accurate record by the ELT with no amendments requested.</p>	
<p>Action Item Register</p> <p>The Chair spoke to this item. No comments or issues were raised by ELT members.</p>	
2.0 Presentations / Matters for discussion	
<p>Command and Control</p> <p>Assistant Commissioner Condon spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • an overview of the Command and Control procedures; • information capability cell capabilities; • overview of the Police Command Project kits • a booklet will be included in the kit which will outline Police powers; • the command and control structure will assist in building capability of the senior executive; <p>Assistant Commissioner Carless noted useful information contained in the Siege Intelligence Handbook and the ability to incorporate this into the booklet which is in development.</p>	



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	ITEM	ACTION
2.2	<p>QPS Internet Presentation</p> <p>Jenson Spencer spoke to this item and provided ELT a demonstration of a QPS internet site prototype.</p> <p>Benefits and future aspirations include:</p> <ul style="list-style-type: none"> • redesign website to refine information and produce a more user friendly experience; • mobile friendly; • one centralised site and application; • easier ability to report crime; • the internet relaunched is scheduled for 1 September 2017; • investigate other functionality which can be incorporated in conjunction with the Commonwealth Games; and • leverage the social media pages for consumer feedback. <p>The ELT discussed:</p> <ul style="list-style-type: none"> • the role of Media, web services and mobile services; • how customers and users are involved and engage in the development and design process; • how the product is then marketed to the community; and • broader strategy on how the Service engages with the community. <p>Assistant Commissioner Chelepy further noted:</p> <ul style="list-style-type: none"> • benefits of a customer focused system; • the internet redesign will set a platform for the QPS contact management strategy; and • builds platform for how the service conducts business and engages with the public into the future. 	
2.3	<p>ELT Guiding Principles and Future ELT Meetings</p> <p>A/Inspector Bandle spoke to this item and advised ELT the Guiding Principles have been reviewed as required by Board and Committee Annual Planner. There are no changes recommended as the document still presents as a robust synopsis of the scope and function of ELT.</p> <p>The ELT discussed the proposal to increase the diversity of the ELT through the rotation of female officers through the team and agreed updates regarding this strategy can be made to the Guiding Principles if required.</p> <p>Kristie Rose provided an overview of upcoming ELT meetings and planned agenda items.</p> <p>Resolution: The ELT:</p> <ul style="list-style-type: none"> • supports the current version of the ELT Guiding Principles and recommends no amendments; and • notes the upcoming ELT meetings and planned agendas. 	



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	ITEM	ACTION
3.0	Reporting / Matters for Noting	
3.1	<p>Quarterly Performance Report 2016-17 (Q3)</p> <p>Anthony Crack spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • 27 of 35 service standards are projected to meet or exceed set targets; • all 10 remaining 2016-17 Operational Plan priorities are on track; and • general satisfaction with police contact, public confidence in police and perceptions of professionalism and image have exceeded 2016-17 targets and mark improvements on previous' year's results. <p>The Commissioner acknowledged the work of Deputy Commissioner Pointing and Anthony Crack with recent work invested into the display of infographics within the Quarterly Performance Report. It was also noted that the great work of frontline officers is reflected in the figures.</p> <p>Resolution</p> <p>The ELT noted the Quarterly Performance Report 2016-17 (Q3).</p>	
3.2	<p>Sch4p3(20)</p> <p>[Redacted content]</p>	



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	ITEM	ACTION
3.3	<p>Quarterly Crime Statistics Report 2016-17 (Q3)</p> <p>Deputy Commissioner Pointing spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • an overview of the following graphs: <ul style="list-style-type: none"> ○ reported rates by quarter; ○ total number of cleared offences by quarter; and ○ percentage of cleared offences by quarter. <p>The Chair noted that although difficulties are being experienced, successes have occurred.</p> <p>The ELT discussed review of Calls for Service demand and the application of a contact management strategy. It was proposed that indicators of demand would be included in future discussions around performance.</p> <p>Deputy Commissioner Pointing noted challenges with creating tangible links between criminal offences brought about by Domestic and Family Violence.</p> <p>Resolution The ELT noted the Quarterly Crime Statistics Report 2016-17 (Q3).</p>	
3.4	<p>Out of Session Decisions</p> <ul style="list-style-type: none"> • Leadership Review • Changes to QPRIME reporting for Use of Force • Brief Managers – staffing and practices <p>Resolution The ELT noted the decisions made out of session.</p>	
3.5	<p>Other Board and Committee Minutes</p> <p>The Chair spoke briefly to this item and advised the ELT the following Board and Committee minutes were distributed with the meeting papers for their information:</p> <ul style="list-style-type: none"> • Board of Management meeting on 30 May 2017; • Demand & Resource Committee meeting on 20 April 2017; • Demand & Resource Committee meeting on 18 May 2017; • Program Management Board meeting on 20 April 2017; and • Program Management Board meeting on 18 May 2017. <p>Resolution The Executive Leadership Team noted Board and Committee minutes noted at the last Board of Management meeting on 30 May 2017.</p>	
3.6	<p>Other Matters for Discussion</p> <p>There were no other matters for discussion raised by ELT members.</p>	



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	ITEM	ACTION
4.0	Presentations/Matters for Discussion	
4.1	<p>UK National Crime Agency (NCA) Presentation</p> <p>Assistant Commissioner Codd welcomed Sch4p4(6) Commander, Anti-Kidnap and Extortion Unit and Sch4p4(6) Regional Commander, NCA to the meeting.</p> <p>Sch4p4(6) gave ELT an overview of the functions and scope of the National Crime Agency.</p> <p>Sch4p4(6) outlined the role of the Anti-kidnap and Extortion Unit in relation to the upcoming Commonwealth Games.</p> <p>The ELT discussed the importance of two way open lines of communication with the National and International agencies.</p>	
4.2	<p>CT Discussion Exercise</p> <p>Deputy Commissioner Gollschewski, Superintendent Bill Graham and Inspector Brendan Smith led a CT Discussion exercise.</p>	
4.3	<p>District Presentation</p> <p>Assistant Commissioner Codd introduced Chief Superintendent Terry Borland to present to ELT.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • an update on a SER Command Centre; • Gold Coast District Domestic Violence Taskforce activities and achievements; • rostering challenges, including the flexibility and mobility of staff and the 10 hour roster trial; and • hub policing facility. <p>Assistant Commissioner Codd thanked Chief Superintendent Borland and Superintendent Hanlon for welcoming the ELT to the Gold Coast District.</p>	
4.4	<p>Sch4p3(13), Sch4p3(14)</p>	



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ITEM		ACTION
5.0	Meeting Finalisation	
5.1	<p>Meeting Evaluation</p> <p>The Chair asked Assistant Commissioner Keating to evaluate the meeting</p> <p>Assistant Commissioner Keating noted:</p> <ul style="list-style-type: none"> acknowledgement of the work of secretariat in the organisation of the meeting and providing material in efficient matter his appreciation of advice provided by the secretariat in relation to upcoming meetings; the quarterly performance reporting was strong and encouraging CT discussion exercise and presentation by Luke Cornelius is timely given priorities and focus of the service; time balance was good, although more time could be spent on most of the matters discussed; and insightful presentation by the district. 	
8.2	<p>Meeting Close</p> <p>The Chair:</p> <ul style="list-style-type: none"> thanked ELT members for attending the meeting; thanked external presenters; thanked Assistant Commissioner Codd for hosting the ELT and acknowledged the efforts of the local staff; thanked the Ashmore PCYC for the use of their facilities; advised ELT the next meeting will is scheduled for 18 August 2017; and closed the meeting at 3:50pm 	

Submitted by Secretary

Confirmed by the Committee in the meeting

of _____
(Date of Meeting)

Sch4p4(6)

Sch4p4(6)

A/Inspector Bill Randle
Board Secretary

Chair
Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

NOTED / SUPPORTED / APPROVED

Sch4p4(6)

Meeting Date: 18 August 2017

Location: Boardroom, RNA Showgrounds

Time: 8:00 am – 3:30pm

Attendees: Commissioner Ian Stewart (Chair)
 Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing
 Deputy Commissioner (Specialist Operations) Steve Gollschewski
 Deputy Commissioner (Regional Operations) Peter Martin
 Assistant Commissioner Bob Gee, Brisbane Region
 Assistant Commissioner Paul Stewart, People Capability Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Tracy Linford, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Paul Taylor, Northern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Tony Wright, Southern Region
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 Assistant Commissioner Alistair Dawson, Central Region
 A/Assistant Commissioner Jon Wacker, State Crime Command
 A/Assistant Commissioner David Tucker, Community Contact Command
 Mr Paul Alsbury, Executive Director Legal Division
 Mr Anthony Crack, Executive Director, Organisational Capability Command
 Mr Jenson Spencer, Chief Digital Officer
 Chief Superintendent Cameron Harsley, Crime and Corruption Commission
 Chief Superintendent Matthew Vanderbyl, Commonwealth Games Group

Invited Guests: Mr Robert Setter, Chief Executive, Public Service Commission
 Sch4p4(6)

Board Secretary: A/Inspector Bill Randle
 Melissa Kirkpatrick, A/Governance Officer

	ITEM	ACTION
1.0	Welcome and Apologies	
	<p>Opening and Welcome</p> <p>The Chair opened the meeting at 7:55 am and:</p> <ul style="list-style-type: none"> • welcomed all attendees to the Ekka ELT meeting; • acknowledged the relieving ELT members; and • noted the following apologies: <ul style="list-style-type: none"> ○ Assistant Commissioner Maurice Carless, State Crime Command, represented by A/Assistant Commissioner Jon Wacker; ○ Assistant Commissioner Mike Keating, Road Policing Command; ○ Assistant Commissioner Shane Chelepy, Community Contact Command, represented by A/Assistant Commissioner David Tucker; ○ Assistant Commissioner Peter Crawford, Commonwealth Games Group, represented by Chief Superintendent Matthew Vanderbyl; and ○ Detective Chief Superintendent Charysse Pond, State Crime Command. 	
1.1		



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	ITEM	ACTION
1.2	<p>Commissioner 's Address</p> <p>The Chair addressed the following matters with the ELT:</p> <ul style="list-style-type: none"> Unfortunately, David Stewart had to travel with the Premier and is now unable to present at ELT. Sch4p4(6) Sch4p4(6) First formal ELT since the Commissioner's contract was renewed and spoke to forthcoming leadership and management of the QPS. The Chair noted that no ELT rotations will occur before the Commonwealth Games. The Chair thanked ELT members for being supportive of the different initiatives which have been engaged in recently. The Chair also thanked ELT members for the great support at the Multi-Faith dinner on Thursday 17 August 2017. 	
2.0	<p>Strategy Session</p>	
2.1	<p>Sch4p3(20)</p> <p>[Redacted content]</p>	

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QUEENSLAND POLICE SERVICE


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	ITEM	ACTION
2.2	<p>ELT Discussion</p> <p>The ELT further discussed:</p> <ul style="list-style-type: none"> the Working for Queensland Survey – survey end date will be extended; as of Thursday 17 August 2017 the Service is at a 31.4% response rate; opportunity within the organisation to re-think – and make ground-breaking improvements; re-calibrating productivity if/as required within Regions and Commands; engaging with the community through social media; emergent/crisis situations – multi agency responses; Whole of Government responsibilities; and encouraging officers by further recognising contributions relevant to keeping our communities safe – letters of appreciation, Commissioner's Certificates etc. 	
2.3	<p>Indigenous Mayor's Summit Cairns De-Brief</p> <p>Superintendent Mark Plath and Inspector Les Bulluss spoke to this item.</p> <p>Overall observations/assessment of 2017 Summit:</p> <ul style="list-style-type: none"> strong attendance by Mayors/elected reps and/or CEOs; strong attendance by OICs and Senior regional reps; underpinned by issues papers produced through Cultural Support Unit; the sense of growing confidence amongst Indigenous representatives in particular; noticeably improved relationships between police and community representatives; and requirement for an annual summit, noting turnover of police and elected representatives. <p>Themes from 2017 Summit:</p> <ul style="list-style-type: none"> Alcohol Management Plans; slly grog; drugs and home brew; street lighting – damage through natural events and difficulties getting repairs; utility of CCTV and requests for expansion; response times of police in more remote communities; more staff - QPS, PLOs, community officers, and more powers; the strong value of PCYCs in addressing youth crime – request for more PCYCs; cross cultural education for police; and family violence. <p>Improvements were discussed relevant to planning for the 2018 summit and the action items arising out of the 2017 summit.</p>	



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	ITEM	ACTION
2.4	<p>Sch4p4(6)</p> 	
2.5	<p>ELT Discussion</p> <p>The ELT discussed:</p> <ul style="list-style-type: none"> • an update on the Police Memorial; • format of the ELT Video Conferences; • transition of Deputy Commissioner Gollschewski to Commonwealth Games; • officer/staff welfare issues; • the integrity of Crime Reporting data; and • organisational fairness. 	
3.0	<p>Other Matters for Discussion</p>	
3.1	<p>ELT Induction Booklet and Guiding Principles</p> <p>A/Inspector Bill Randle spoke to this matter.</p> <p>Modifications have been made to the ELT guiding principles to reflect the recent decision to invite two senior female members of the QPS for involvement in ELT meetings on a rotating basis.</p> <p>The Board Secretariat was tasked by the Chair to design an ELT induction booklet in order to assist with the transition in of new members/attendees.</p> <p>Resolution</p> <p>The ELT approved version 3 of the ELT Guiding Principles and version 1 of the ELT Induction Booklet.</p>	
4.0	<p>Close of Business</p>	
4.1	<p>Commissioner's close</p> <p>The Chair:</p> <ul style="list-style-type: none"> • revised the key discussions; and • thanked the RNA for hosting of the meeting. 	



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ITEM		ACTION
4.2	<p>Meeting close</p> <p>The Chair:</p> <ul style="list-style-type: none"> thanked the ELT members for attending the meeting; and closed the meeting at 3:20pm. 	

Submitted by Secretary

Confirmed by the Committee in the meeting

of _____
(Date of Meeting)

A/Inspector Bill Randle
Board Secretary

Chair
Executive Leadership Team

Queensland Police Service
RTI & P Release



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date:	7-8 September 2017
Location:	Mackay Quest on Macallister
Time:	12:00pm – 6:15pm and 7:00am to 10:00am
Attendees:	<p>Commissioner Ian Stewart (Chair)</p> <p>Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing</p> <p>Deputy Commissioner (Commonwealth Games) Steve Gollschewski</p> <p>Deputy Commissioner (Regional Operations) Peter Martin</p> <p>A/Deputy Commissioner (Specialist Operations) Bob Gee</p> <p>Assistant Commissioner Tony Wright, Southern Region</p> <p>Assistant Commissioner Mike Condon, Operations Support Command</p> <p>Assistant Commissioner Allan McCarthy, Organisational Capability Command</p> <p>Assistant Commissioner Maurice Carless, State Crime Command</p> <p>Assistant Commissioner Alastair Dawson, Central Region</p> <p>Assistant Commissioner Clem O'Regan, Ethical Standards Command</p> <p>Assistant Commissioner Paul Stewart, People Capability Command</p> <p>A/Assistant Commissioner Bill Graham, Intelligence, Counter-Terrorism & Major Events Command</p> <p>Assistant Commissioner Brian Codd, South Eastern Region</p> <p>Assistant Commissioner Paul Taylor, Northern Region</p> <p>Assistant Commissioner Mike Keating, Road Policing Command</p> <p>Assistant Commissioner Shane Chelepy, Community Contact Command</p> <p>A/Assistant Commissioner Brian Wilkins, Brisbane Region</p> <p>Chief Superintendent Cameron Harsley, Crime & Corruption Commission</p> <p>Paul Alsbury, Executive Director Legal Division</p> <p>Anthony Crack, Executive Director, Organisational Capability Command</p> <p>Jenson Spencer, Chief Digital Officer</p>
Invited Guests:	<p>Peter Griffin, Chief Operating Officer, PSBA</p> <p>Kurt Marsden, General Manager, Human Resources, PSBA</p> <p>Wayne Brummer, A/General Manager, Business Services, PSBA</p> <p>Greg Watts, A/Chief Information Officer, Frontline & Digital Services, PSBA</p> <p>Chief Superintendent Matthew Vanderbyl, Commonwealth Games</p>
Board Secretary:	<p>A/Inspector Bill Randle</p> <p>Project Officer Kristie Rose</p>

	ITEM	ACTION
1.0	<p>Welcome and Apologies</p> <p>Opening and Welcome</p> <p>The Chair opened the meeting at 1:00pm and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Welcomed the invited attendees from the Public Safety Business Agency. • Acknowledged the relieving ELT members. • Noted the Bereavements since the last meeting on 9 December 2016 as: <p style="margin-left: 20px;">○ Sch4p4(6)</p> <p style="margin-left: 20px;">○ [REDACTED]</p> <p style="margin-left: 20px;">○ [REDACTED]</p> <p style="margin-left: 20px;">○ [REDACTED]</p>	
1.1		



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 7-8 September 2017

	ITEM	ACTION
1.2	<p>Apologies</p> <p>The chair noted the following apologies:</p> <ul style="list-style-type: none"> • Deputy Commissioner Steve Gollschewski (will be departing at 3:30pm and not attending tomorrow); • Deputy Commissioner Peter Martin is a last minute apology; • Assistant Commissioner Tracy Linford; • Assistant Commissioner Brian Codd is a last minute apology; • Assistant Commissioner Crawford, represented by Chief Superintendent Vanderbyl; • Chief Superintendent Cameron Harsley is a last minute apology; and • Rod Wilson, General Manager, Business Services. 	
1.3	<p>Confirmation of Agenda</p> <p>There were no amendments to the agenda requested by ELT members.</p>	
1.4	<p>Minutes of Previous Meeting</p> <p>The minutes of the previous meetings held on 13 July 2017 were accepted as an accurate record by the ELT. The Chair signed the minutes and no changes were requested.</p>	
1.5	<p>Action Item Register</p> <p>The Chair spoke to this item. Mr Alsbury raised action item 2.6 (Ref: 17-03-2.6b) requesting that the wording of the update of 31 August be modified from draft 'guidelines' to instead reflect that advice and a draft 'document' has been provided. This will be modified by the Board Secretary.</p> <p>A/Inspector Randle further detailed that one matter on the action item register has been closed since the last meeting and six matters remain open.</p>	
2.0	<p>Presentations / Matters for discussion</p>	
2.1	<p>Victims of Crime Survey Data</p> <p>Anthony Crack spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • the principles of justice, as specified in the Queensland <i>Victims of Crime Assistance Act 2009</i>; • enshrinement within the QPS Client Service Charter; • victim's increase concern with their treatment as opposed to crime investigation outcomes; • the impacts the previous point may deliver to solving crime; • the QPS Crime victims Survey affords a health check of our interactions; • ratings on satisfaction with the police service; and • the benefits of further research and a deep dive into the issue. <p>The ELT discussed these issues and potential solutions.</p> <p>Resolution: The ELT noted the discussion on the Victims of Crime Survey Data.</p>	



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Executive Leadership Team Meeting – 7-8 September 2017

	ITEM	ACTION
2.2	<p>Realignment of the executive overview of the QPS Indigenous agenda</p> <p>Assistant Commissioner Chelepy spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • it is recommended the QPS Champion for Indigenous Policing be re-aligned from the Deputy Commissioner, Strategy, Policy and Performance to the Deputy Commissioner, Regional Operations; and • the role is best suited with the position of DCRO as it allows for effective and efficient communication with direct instruction to regions when developing initiatives and engaging with Indigenous communities. <p>Deputy Commissioner Pointing also spoke to this item and supported the realignment.</p> <p>Resolution: The ELT supported the role of the QPS Champion for Indigenous Policing being re-aligned from the Deputy Commissioner, SPP to the position of Deputy Commissioner, RO; and the Commissioner as Chair of the ELT approved this transition.</p>	
2.3	<p>Changes to ICT Governance and Planning</p> <p>Assistant Commissioner McCarthy and Jenson Spencer spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • the ICT approval process map; • further detailed process design; • an overview of four additional planning groups to inform and seek approvals from the QPS Strategic ICT Sub-committee, including: <ul style="list-style-type: none"> ○ Corporate Systems Planning; ○ Critical Frontline Systems Planning; ○ Specialist and other Systems Planning; and ○ Data and Analytic Systems. <p>The Commissioner provided an overview of iCOP and encouraged all ELT members to explore the system when it comes online. The Commissioner further acknowledged the innovation iCOP and systems of this nature may inspire.</p> <p>Resolution: The ELT noted the presentation on changes to ICT Governance and Planning.</p>	



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	ITEM	ACTION
2.4	<p>Sch4p3(20), Sch4p3(19)</p>	
2.5	<p>Fleet Insurance Dashboard</p> <p>Assistant Commissioner Keating introduced Sch4p4(6) PSBA Insurance Broker.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • lobbying is occurring to government relevant to increasing QPS payments; • methods for achieving reductions in expenditure; and • the requirement for Regional/District support in this respect toward cost reductions. <p>Resolution</p> <p>The ELT noted the presentation by the PSBA Insurance Brokers.</p>	
2.6	<p>Discussion Exercise</p> <p>A/Assistant Commissioner Bill Graham and Inspector Brendan Smith led a CT Discussion exercise.</p>	<p>Future exercise framed around mechanics of the legislation with Carolyn Harrison – Supt, SCTG, ICMC</p>



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	ITEM	ACTION
3.0	Reporting / Matters for Noting	
3.1	<p>Frontline and Digital Services – ICT Report</p> <p>Greg Watts spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • new ICT governance arrangements; • Office 365 under approval for a production role out; • Windows 10; • Analytics and GIS team has transitioned back to QPS; • refresh strategies and business planning; • review of portfolio ICT strategy; and • Commonwealth Games ICT planning is on track. <p>Resolution The ELT noted the ICT Update.</p>	
3.2	<p>HR and Safety and Wellbeing Report</p> <p>Kurt Marsden spoke to the HR Report.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • Overview of funded FTE; • age retirement and attrition rate implications; • update on recruitment targets; and • workforce strategy and the 10 year human capital outlook released by the Public Service Commission. <p>The ELT discussion an action item which was referred from the Board of Management. The action assigned to the General Manager, HR was to consider ways to recognise the commitment by QPS members for special/major events. The ELT noted the advice from HR on the different recognition options and discussed the past appreciation received on recognition insignias. A/Deputy Commissioner Gee recommended further input be sought from QPS members on this matter.</p> <p>Assistant Commissioner Stewart spoke to the Safety and Wellbeing Report.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • inclusion and diversity update; • Our People Strategy; • lost time injury frequency and injury management performance; • recent QAO audit; and • update on the status of the part time review. <p>Resolution The ELT noted the HR and Safety and Wellbeing Update.</p>	



QUEENSLAND POLICE SERVICE

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ITEM	ACTION
<p>Quarterly Performance Report 2016-17 (Q4)</p> <p>Anthony Crack spoke to this matter.</p> <p>3.3 The ELT noted the Service met or exceeded 25 of the service delivery standards.</p> <p>Resolution The ELT noted the Quarterly Performance Report 2016-17 (Q4).</p>	
<p>Quarterly Complaints Report 2016-17 (Q4)</p> <p>Assistant Commissioner O'Regan spoke to this matter.</p> <p>Sch4p4(6), Sch4p3(19)</p> <p>3.4 [REDACTED]</p> <p>Resolution The ELT noted the Quarterly Complaints Report 2016-17 (Q4); and</p>	
<p>Quarterly Crime Statistics Report 2016-17 (Q4)</p> <p>Deputy Commissioner Pointing spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • overview of crime statistics from July 2016 to June 2017; • these statistics will set the scene for the crime drivers discussion; and • a discussion in the decrease of stock offences. <p>3.5</p> <p>Resolution The ELT noted the Quarterly Crime Statistics Report 2016-17 (Q4).</p>	
<p>Out of Session Decisions</p> <ul style="list-style-type: none"> • Business processes/interoperability with the Department of Communities • Police involvement in Mental Health – Prevention and Resolution <p>3.6</p> <p>Resolution The ELT noted the decisions made out of session.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 7-8 September 2017

ITEM	ACTION
<p>Other Board and Committee Minutes</p> <p>The Chair spoke briefly to this item and advised the ELT the following Board and Committee minutes were distributed with the meeting papers for their information:</p> <ul style="list-style-type: none"> Demand & Resource Committee meeting on 22 June 2017; Demand & Resource Committee on 25 July 2017; Program Management Board meeting on 22 June 2017; Program Management Board meeting on 25 July 2017; and Board of Management meeting on 25 August 2017. <p>Resolution</p> <p>The Executive Leadership Team noted Board and Committee minutes noted at the last Board of Management meeting on 25 August 2017.</p>	
<p>Other Matters for Discussion</p> <p>3.8 There were no other matters raised for discussion.</p>	
4.0 Meeting Adjourned	
<p>Meet Adjourned</p> <p>4.1 Meeting closed at 5:45pm to recommence at 8:45am.</p>	
<p>Dinner Function</p> <p>4.2 The Chair advised ELT of the details of the dinner function.</p>	
5.0 Meeting Recommence	
<p>Opening and Welcome</p> <p>5.1 The Chair opened the meeting at 8:45am and thanked the District for hosting the breakfast function and ELT members for attending.</p>	
6.0 District Matters	
<p>Awards Presentations</p> <p>6.1 The Chair presented awards to District members and the District together with a local artist presented an artwork to the Commissioner.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 7-8 September 2017

ITEM	ACTION
<p>6.2 Snapshot of the Local District</p> <p>Assistant Commissioner Dawson introduced A/Superintendent Nicki Colfs to speak to this item.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • work profile; • district challenges and opportunities; and • innovations and partnerships. <p>Resolution The ELT noted the local District presentation.</p>	
7.0 Matters for Discussion/Presentations	
<p>7.1 PSBA Matters</p> <p>An update on the PSBA was provide by Peter Griffin.</p>	
<p>7.2 ICMC Crime Drivers Report</p> <p>A/Assistant Commissioner Graham introduced Superintendent Fleming and Janet Evans (via Skype) to speak to this item.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • Crime Drivers report designed to inform senior decision makers on what we know about crime across the state; • an overview of findings; and • initiatives to maximise results. <p>The ELT discussed:</p> <ul style="list-style-type: none"> • juvenile offenders in the Northern Region; • alignment with the statistical review; and • the importance of messaging with the released yearly statistical review and the crime drivers report if it was to be released publicly. <p>The Commissioner noted the importance of the development of this report and that it provides greater context to why crime is moving in certain directions and what we can do to combat it.</p> <p>Resolution The ELT noted the Crime Drivers Report.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 7-8 September 2017

ITEM	ACTION
8.0	Meeting Finalisation
8.1	
8.2	

Submitted by Secretary

Confirmed by the Committee in the meeting

of

8/10/2017
(Date of Meeting)

Sch4p4(6)

Sch4p4(6)

A/Inspector Bill Randle
Board Secretary

Chair
Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date: 11 October 2017

Location: Commissioners Large Conference Room, PHQ

Time: 8:00am to 4:00pm

Attendees: Deputy Commissioner (Commonwealth Games) Steve Gollschewski (proxy Chair)
 Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing
 Deputy Commissioner (Regional Operations) Peter Martin
 A/Deputy Commissioner (Specialist Operations) Bob Gee
 Assistant Commissioner Tony Wright, Southern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Maurice Carless, State Crime Command
 Assistant Commissioner Alastair Dawson, Central Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 A/Assistant Commissioner Brian Wilkins, Brisbane Region
 Assistant Commissioner Paul Stewart, Police Capability Command
 Assistant Commissioner Tracy Linford, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Paul Taylor, Northern Region
 Assistant Commissioner Mike Keating, Road Policing Command
 Assistant Commissioner Shane Chelepy, Community Contact Command
 Assistant Commissioner Peter Crawford, Commonwealth Games Group
 Chief Superintendent Cameron Harsley, Crime & Corruption Commission
 Caroline Harrison, A/Executive Director Legal Division
 Anthony Crack, Executive Director, Organisational Capability Command
 Jenson Spencer, Chief Digital Officer

Attendees: Chief Superintendent Charysse Pond, State Crime Command
 Peter Griffin, Chief Operating Officer, PSBA
 Rod Wilson, General Manager, Business Services, PSBA
 Greg Watts, A/Chief Information Officer, Frontline & Digital Services, PSBA
 Superintendent David Tucker, Community Contact Command
 Superintendent Dale Pointon, Road Policing Command
 Commissioner Carroll, Queensland Fire and Emergency Services (items 1.1 to 1.4 only)
 Geoff Waite, Independent Member, PSBA Board (items 1.1 to 1.10 only)
 Elizabeth Jameson, Independent Member, QPS Board (items 1.1 to 1.4 only)
 Matt Longland, Deputy Director-General, DTMR (items 1.1 to 1.4 only)
 Don Bletchly, Chief, DTMR (items 1.1 to 1.4 only)
 Graeme Krisanski, Executive Director, DTMR (items 1.1 to 1.4 only)

Board Secretary: A/Inspector Bill Randle
 Kristie Rose, Governance Officer

	ITEM	ACTION
1.0	Welcome and Apologies	
1.1	<p>Opening and Welcome / Deputy Commissioner's Address (Overall Commander)</p> <p>The Chair opened the meeting at 8:00am and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Welcomed members of the PSBA Board of Management and the QPS Board of Management. • Welcomed the invited attendees from the Public Safety Business Agency. • Welcomed members from the Department of Transport and Main Roads. • Noted the following apologies: 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 11 October 2017

	ITEM	ACTION
	<ul style="list-style-type: none"> ○ Commissioner Stewart; ○ Assistant Commissioner Keating, represented by Superintendent Pointon; ○ Assistant Commissioner Chelepy represented by Superintendent Tucker; and ○ Deputy Commissioner Gollschewski and Assistant Commissioner Crawford will be required to depart the meeting at 9am for the Operation Sentinel Launch on the Gold Coast and Deputy Commissioner Gollschewski will be back just before lunch. <ul style="list-style-type: none"> • Thanked Assistant Commissioner Crawford for his leadership of Commonwealth Games planning so far. • Noted that planning for the Games is not just about delivering a safe and secure operation it is also essential to ensure preparations for the delivery of normal services during this time. • Provided an update on the current Games threat environment. • Noted the importance of consistent public messaging in connection with Police Media. • Acknowledged the move from the preparedness phase from the readiness phase. • Recognised that circumstances may change in the lead up to the Games and planning for this. • Provided an overview of post Games staffing arrangements. 	
1.2	<p>Overview by Assistant Commissioner CGG (Operation Commander)</p> <p>Assistant Commissioner Crawford spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • an update on risk and risk mitigation; • budget status; • an overview of IT systems; • workforce planning, including Christmas and public holiday planning for members deployed for the Games; • operations plan status update; • overview of the exercising program; • the Queens Baton Relay is currently in Bangladesh and arrives in Australia on 24 December to commence the national leg; • an acknowledgement of support provided by PSBA in business and logistic planning; • key relationships with Games partners; • transport challenges and complexities; • business as expected for Regions and Commands; and • an acknowledgement of support by PSBA and all of the QPS Regions and Commands and the Commonwealth Games staff. 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 11 October 2017

	ITEM	ACTION
1.3	<p>Sch3(10)(1)(g)</p>	
1.4	<p>QPS CGG Traffic Response</p> <p>Chief Superintendent Vanderbyl spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • transport challenges facing DTMR are immense; • acknowledgement of the close working relationship with DTMR; • role of Road Policing Command; • transport challenges; • potential network impacts; • security impacts; and • traffic coordination centre. 	
1.5	<p>Regional Operations</p> <p>Deputy Commissioner Martin spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • Queens Baton Relay action plans are mostly finalised; • disaster management considerations; • resource and demand issues surrounding mining developments; • leave embargo and public holiday rostering challenges; • planning for significant weather events; • risks and exceptions; • facilitation of mobile tasking; • issues with facilitating BAU in areas that are heavily affected by Games operations (i.e. transport corridors); • challenges of rostering public holidays prior to deployment and leave matters; and • acknowledgement of the work of Assistant Commissioners and regional staff in connection with the Comm Games. 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 11 October 2017

ITEM	ACTION
1.6 <p>Sch3(10)(1)(g)</p>	
1.7 <p>Deployment Issues</p> <p>A/Superintendent Thompson spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none">• business support partnerships;• workforce matters; and• distribution of assets and logistics.	
1.8 <p>Sch3(10)(1)(g)</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 11 October 2017

	ITEM	ACTION
1.9	<p>QBR</p> <p>Inspector Kilpatrick spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • international component commenced 13 March 2017; • important Intelligence support provided by ICMC; • domestic sector commences on 25 December 2017; • overview of the domestic sector; and • security threat level for the QBR. 	
1.10	<p>Exercising</p> <p>Superintendent Plath spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • plans to test logistical and transition systems for the Games with the Gold Coast 600 and Schoolies; • more than two years of exercising will occur prior to the Games through the dedicated exercise cell; and • role of the operational analysis team. 	
1.11	<p>Sentinel Unite</p> <p>A/Senior Sergeant Anissa Terry spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • Sentinel Unite is a community engagement project designed to prevent and disrupt criminal activity; • overview of Project Bosar; • Sentinel Unite was launched today at Southport by the Minister; and • key partnerships. 	
1.12	<p>Discussion Exercise</p> <p>Superintendent Plath and Superintendent Hahne led a Discussion exercise.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 11 October 2017

ITEM	ACTION
<p>General Discussion and Questions</p> <p>Chief Superintendent Vanderbyl invited questions from the group.</p> <p>Deputy Commissioner Martin questioned actions being undertaken to ensure members performing duties in or around the Games undertake their roles in a manner which is conducive to the tenor of the event. What is being done to ensure consistency of briefings which will assure the delivery of services in way which is expected? Chief Superintendent Vanderbyl outlined plans to deliver a joint training product to members performing duties relating to the Games to ensure a positive customer experience. Chief Superintendent Vanderbyl acknowledged a gap in planning in relation to officers performing business as usual functions in the vicinity of the Games and agreed further working will need to be conducted on this issue.</p> <p>Assistant Commissioner Taylor queried the new capabilities being engaged during the Games and the ability for senior members to view these and gain a full understanding prior to deployment. Chief Superintendent Vanderbyl recommended the Commonwealth Games ELT meeting in February 2018 could be an opportunity to look at this. He further noted there is an increased investment in BAU capabilities so not all things will capabilities will be unfamiliar.</p> <p>The ELT discussed leave planning requirements for the next 12 months.</p>	
<p>Chair's Close</p> <p>The Chair:</p> <ul style="list-style-type: none"> • thanked ELT members for attending the meeting; • thanked Assistant Commissioner Crawford and members of the Commonwealth Games Group; • advised ELT the next meeting will is scheduled for 8 November 2017 at 1 William Street; and • the next ELT meeting specific to Commonwealth Games planning is scheduled for February 2018. 	
<p>Meeting Close</p> <p>1.15 The Chair closed the meeting at 2:30pm.</p>	

Submitted by Secretary

Confirmed by the Committee in the meeting

 of 8/11/2017
 (Date of Meeting)

Sch4p4(6)

Sch4p4(6)

 A/Inspector Bill Randle
 Board Secretary

 Chair
 Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date: 8 November 2017

Location: Queensland Room, Level 41, 1 William Street

Time: 8:00am to 4:00pm

Attendees: Commissioner Ian Stewart (Chair)
 Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing
 Deputy Commissioner (Regional Operations) Peter Martin
 A/Deputy Commissioner (Specialist Operations) Bob Gee
 A/Assistant Commissioner Mark Kelly, Southern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Maurice Carless, State Crime Command
 Assistant Commissioner Darryl Johnson, Central Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 A/Assistant Commissioner Brian Wilkins, Brisbane Region
 Assistant Commissioner Paul Stewart, Police Capability Command
 Assistant Commissioner Tracy Linford, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Paul Taylor, Northern Region
 Assistant Commissioner Peter Crawford, Commonwealth Games Group
 Chief Superintendent Cameron Harsley, Crime & Corruption Commission
 Caroline Harrison, A/Executive Director Legal Division
 Anthony Crack, Executive Director, Organisational Capability Command
 Jenson Spencer, Chief Digital Officer

Attendees: Pauline Reid, A/Chief Information Officer, Frontline & Digital Services, PSBA (sections 1 and 2 only)
 Wayne Brummer, A/General Manager, Business Services Division, PSBA (sections 1 and 2 only)
 Superintendent Mark Stiles, Community Contact Command
 Superintendent Dale Pointon, Road Policing Command
 Wade Fuller, A/Inspector, People Capability Command (item 2.1 only)
 Gemma Hicks, Public Service Commission (item 2.1 only)
 Phoebe Martin, Public Service Commission (item 2.1 only)
 Director-General Clare O'Connor, DATSIP (item 3.1 only)
 Deputy Director-General Tammy Williams, DATSIP (item 3.1 only)
 Deputy Director-General Allen Cunneen, DATSIP (item 3.1 only)
 Executive Director Jason Kidd, DATSIP (item 3.1 only)
 Katherine Van Gorp, CEO, ANZPAA (item 3.2 only)
 Director-General Michael Hogan, Department of Communities (item 3.3 only)
 Deputy Director-General Merrilyn Strohfeldt, Department of Communities (item 3.3 only)
 Executive Director Megan Giles, Department of Communities (item 3.3 only)
 Executive Director Barbara Shaw, Department of Communities (item 3.3 only)
 Executive Director Bernadette Harvey, Department of Communities (item 3.3 only)
 Chief Information Officer Darrin Bond, Department of Communities (item 3.3 only)
 Director-General Damien Walker, Department of Tourism (item 3.4 only)
 Deputy Director-General Rebecca Andrew, Department of Tourism (item 3.4 only)
 Deputy Director-General Jeff McAlister, Department of Tourism (item 3.4 only)
 Deputy Director-General Kerry Peterson, Department of Tourism (item 3.4 only)
 Deputy Director-General Leith Brown, Department of Tourism (item 3.4 only)

Board Secretary: A/Inspector Bill Randle
 Kristie Rose, Governance Officer



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 November 2017

	ITEM	ACTION
1.0	Welcome	
1.1	<p>Opening and Welcome</p> <p>The Chair opened the meeting at 8:00am and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Welcomed the invited attendees from the Public Safety Business Agency. • Noted the following apologies and relieving arrangements: <ul style="list-style-type: none"> ○ Deputy Commissioner Gollschewski is travelling overseas; ○ Chief Superintendent Charysse Pond is travelling interstate; ○ Assistant Commissioner Tony Wright is on leave and represented by A/Assistant Commissioner Mark Kelly; ○ Assistant Commissioner Alistair Dawson is on leave and represented by A/Assistant Commissioner Darryl Johnson; ○ A/Assistant Commissioner Brian Wilkins is relieving as Assistant Commissioner, Brisbane Region; ○ A/Executive Director Carolyn Harrison, is relieving as ED, Legal Division; ○ Assistant Commissioner Mike Keating is away and represented by Superintendent Dale Pointon; ○ Assistant Commissioner Shane Chelepy is away and represented by Superintendent Mark Stiles, and ○ Assistant Commissioner Crawford will be late. 	
1.2	<p>Confirmation of the Agenda</p> <p>The Chair confirmed the agenda. No amendments were requested.</p>	
1.3	<p>Minutes of the previous meeting</p> <p>The minutes of previous meetings held on 7-8 September 2017 and 11 October 2017 were accepted as an accurate record by the ELT. The Chair signed the minutes and no changes were requested.</p>	
1.4	<p>Action Item Register</p> <p>The Chair spoke to this item. No comments or issues were raised by ELT members.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 November 2017

	ITEM	ACTION
1.5	<p>General Matters</p> <p>The Chair and ELT discussed the following matters pertaining to:</p> <p>Caretaker mode:</p> <ul style="list-style-type: none"> • The Chair raised ensuring the caretaker conventions are followed; • For media related questions, the benefit of directing inquiries to police media and maintaining objectivity; • Use of historical images; and • Establishment of a watch-desk on election day, and pre-polling considerations. <p>Recent serious injuries and medical events sustained by QPS personnel, the difficulties being experienced and the requirement for support.</p> <p>Assistant Commissioner Codd also noted challenges with officers responding to an increasing amount of suicide incidents and resultant psychological wellbeing issues. A trauma response protocol is being explored within SER. Assistant Commissioner Codd further noted [Sch4p4(6)] (previous police officer) conducts presentation on his experience with PTSD and is available to address QPS groups on request through Paul Casey, PCAP.</p>	
2.0	<p>Matters for Discussion</p>	
2.1	<p>Working for Queensland Survey Results</p> <p>Assistant Commissioner Stewart introduced [Sch4p4(6)] and A/Inspector Wade Fuller raised the following matters:</p> <ul style="list-style-type: none"> • objectives in the 2017 WFQ survey; • smarter conversations of embedding continuous workplace improvement; • discussion of approach as a leadership team; • [Sch4p3(20), Sch4p3(19), Sch4p3(16)] • the value of conversation; and • an overview of results from the QPS 2017 WFQ survey. <p>The ELT further discussed:</p> <ul style="list-style-type: none"> • further work with PSC on reasons behind the Working for Queensland results; • results seen in Regional areas; and • building resilience in the workforce. 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 November 2017

	ITEM	ACTION
2.2	<p>Presentation by Professor Tom Kirchmaier, London School of Economics</p> <p>Assistant Commissioner McCarthy welcomed Professor Sch4p4(6) Sch4p4(6)</p> <p>Sch4p4(6) spoke to predictive demand modelling and ELT noted:</p> <ul style="list-style-type: none"> • an overview of current crime research projects at the Centre for Economic Performance; • how demand is described; • results of predictive demand modelling in the UK; and • how demand is monitored and opportunities for automation. 	
3.0	<p>Engagement Sessions and Presentations</p>	
3.1	<p>Development of Aboriginal and Torres Strait Islander Policing Sch4p3(14), Sch4p3(16)</p> <p>[Redacted content]</p>	
3.2	<p>Sch4p3(16), Sch4p3(14)</p> <p>[Redacted content]</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 November 2017



ITEM	ACTION
3.3 Sch4p3(13), Sch4p3(16), Sch4p3(20)	
3.4 Sch4p3(13), Sch4p3(16), Sch4p3(20)	

Queensland Police Service
RTI & P Release



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 November 2017

ITEM	ACTION
4.0	Close of Business
4.1	<p>Meeting Evaluation</p> <p>The Chair asked Assistant Commissioner McCarthy to evaluate the meeting</p> <p>Assistant Commissioner McCarthy noted:</p> <ul style="list-style-type: none"> • the introduction of colleagues from other agencies was a beneficial process; • WFQ survey interpretation was good; • presentation by Sch4p4(6) was very insightful and relevant; • the engagement with the Department of Communities generated a lot of discussion; • participation levels by ELT members were good; • meeting length was appropriate; • open and constructive interactions between ELT members and guests; • overall the meeting went well with the discussion of important issues and a range of presenters which resulted in beneficial discussions; and • areas for improvement – focusing more on specific action items and formal resolutions to result in concrete achievements by the team.
4.2	<p>Commissioners Close</p> <p>The Chair:</p> <ul style="list-style-type: none"> • thanked ELT members for attending the meeting; • acknowledged that this is Deputy Commissioner Martin's final meeting and wished him well in his new role as the Commissioner for Queensland Corrective Services; and • advised ELT the next meeting will be scheduled for 8 December 2017 in the Commissioners Large Conference Room. <p>Deputy Commissioner Martin thanked the ELT for all of the support over the course of his career.</p>
4.3	<p>Meeting Close</p> <p>The Chair closed the meeting at 3:52pm.</p>

Submitted by Secretary

Sch4p4(6)

Inspector
Board Secretary

Confirmed by the Committee in the meeting

of 8 Dec 2017
(Date of Meeting)

Sch4p4(6)

Chair
Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date: 8 December 2017

Location: Commissioners Large Conference Room, Level 7

Time: 8:00am to 3:00pm

Attendees: Commissioner Ian Stewart (Chair)
 Deputy Commissioner (Strategy, Policy & Performance) Brett Pointing
 Deputy Commissioner (Commonwealth Games) Steve Gollschewski
 A/Deputy Commissioner (Regional Operations) Paul Stewart
 A/Deputy Commissioner (Specialist Operations) Bob Gee
 Assistant Commissioner Tony Wright, Southern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Maurice Carless, State Crime Command
 Assistant Commissioner Alistair Dawson, Central Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 A/Assistant Commissioner Kath Innes, Police Capability Command
 Assistant Commissioner Tracy Linford, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Paul Taylor, Northern Region
 Assistant Commissioner Mike Keating, Road Policing Command
 A/Assistant Commissioner Craig Huxley, Community Contact Command
 Chief Superintendent Cameron Harsley, Crime & Corruption Commission
 Caroline Harrison, A/Executive Director Legal Division
 Anthony Crack, Executive Director, Organisational Capability Command
 Jenson Spencer, Chief Digital Officer

Invited Attendees: Chief Superintendent Vanderbyl, Commonwealth Games Group
 Chief Superintendent Charysse Pond, State Crime Command
 Superintendent Amanda Brownhill, Legal Division
 Andrew Mahon, A/General Manager, Transport and Main Roads (item 2.2 only)
 Sch4p4(6)
 Senior Sergeant Michael Mitchell, Community Contact Command (item 2.6 only)
 Inspector Simon Palmer, Coronial Support Unit, Operations Support Command (item 2.7)
 Superintendent Paul Baker, Operations Support Command (item 2.7 only)
 Senior Sergeant Richie Callaghan, Operations Support Command (item 2.7 only)
 Superintendent Bill Graham, Security and Counter Terrorism Group, ICMC (item 3.7 only)
 Inspector Brendan Smith, Security and Counter Terrorism Group, ICMC (item 3.7 only)
 Simon Kelly, Director, Media Unit, CCC (item 3.7 only)

Board Secretary: Inspector Sean O'Neill
 Kristie Rose, Governance Officer

ITEM		ACTION
1.0	Welcome	
1.1	<p>Opening and Welcome</p> <p>The Chair opened the meeting at 8:05am and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Welcomed Superintendent Amanda Brownhill to her first full day ELT meeting and noted she will be attending ELT meetings as an associate member for the next 6 months. • Noted the following apologies and relieving arrangements: <ul style="list-style-type: none"> ○ Assistant Commissioner Chelepy is on leave and represented by A/Assistant Commissioner Craig Huxley 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017

	ITEM	ACTION
	<ul style="list-style-type: none"> ○ Assistant Commissioner Crawford is represented by Chief Superintendent Vanderbyl ○ A/Assistant Commissioner Wilkins, Brisbane Region is an apology ○ Kath Innes is relieving as A/Assistant Commissioner, People Capability Command ○ Caroline Harrison is relieving as A/ED, Legal Division ○ Deputy Commissioner Gollschewski will depart the meeting at 11:30am ○ Commissioner will depart the meeting after lunch and Deputy Commissioner Pointing will Chair the meeting for the afternoon <p>The Chair further addressed the following matters:</p> <ul style="list-style-type: none"> • update on Government; • Deputy panel; • Premiers Award for Excellence presented for the Mobility Capability Centre – the level to which QPS was recognised in the awards is a credit to the leadership of the organisation; • presentation of medal clasps to Assistant Commissioner Dawson • launch of Road Safety Christmas operation today which will run for 50 days and ELT were asked to encourage staff to consider their involvement and commitment to road safety; and • welcomed Inspector O'Neill to the QPS Governance Unit. 	
1.2	<p>Confirmation of the Agenda</p> <p>The Chair confirmed the agenda.</p> <p>Deputy Commissioner Pointing noted Paul Casey, A/Executive Director, People Capability Command will be attending to speak to the Our People Matter Strategy and requested this be added to the agenda.</p> <p>No further amendments were requested.</p>	
1.3	<p>Minutes of the previous meeting</p> <p>The minutes of previous meeting held on 8 November 2017 were accepted as an accurate record by the ELT. The Chair signed the minutes and no changes were requested.</p>	
1.4	<p>Action Item Register</p> <p>The Chair spoke to this item. No comments or issues were raised by ELT members.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017



	ITEM	ACTION
2.0	Presentations / Matters for Discussion	
2.1	<p>Future of Policing Symposium and AFP Video</p> <p>Assistant Commissioner McCarthy spoke to this item and ELT viewed a video produced by the AFP.</p> <p>ELT discussed:</p> <ul style="list-style-type: none"> • the fact the video shows where society is going however the challenges for the service will be how we get there; • how will our structures and frameworks deal with the changing environment; • how do you legislate when the future is not known; and • forming new ideas into practical solutions <p>The ELT agreed these issues warrant continued discussion.</p> <p>Resolution The ELT discussed matters raised in the video and implications for the Service.</p>	
2.2	<p>Sch4p3(20), Sch4p3(16)</p> <div style="background-color: black; width: 100%; height: 100%;"></div>	
2.3	<p>Dynamic project teams to solve priority problems</p> <p>The Chair spoke to this item.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • the benefits of bringing together innovation strategic planning and processes; • "task force" approach to innovation and problem solving; and • engagement opportunities undertaken to explore innovative approaches to Weapons Licensing with Australia Post and mobility design thinking with Telstra. <p>Resolution The ELT supported the approach to innovation and problem solving proposed by the Commissioner.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017



ITEM	ACTION
<p>2.4</p> <p>Sch4p3(13), Sch4p3(14)</p> 	
<p>2.5</p> <p>Sch4p4(6)</p> <p>ELT discussed implications of matters addressed, including:</p> <ul style="list-style-type: none"> • population shifts; • adaptability of education for the future job market; • psychological wellbeing; • engaging leaders and staff in purpose; • future ready approach; and • change fatigue and ensuring staff resilience <p>Assistant Commissioner O'Regan noted Sch 4p4(6) are now the internal audit co-source providers for QPS.</p> <p>Resolution The ELT noted the presentation Sch4p4(6)</p>	<p>Sch4p4(6)</p> 



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017

ITEM	ACTION
<p>2.6</p> <p>Crisis Intervention Team Course Briefing</p> <p>A/Assistant Commissioner Huxley introduced Senior Sergeant Michael Mitchell to speak to this item.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • the attendance in November 2017 of two QPS officers at the Memphis Police Academy to undertake the Memphis Crisis Intervention Team (CIT) training program; • first responder program responding to people in a mental illness crisis; • course owned by University of Memphis; • reduces the stigma and need for criminal justice system involvement; • 40-hour comprehensive training program; • strong emphasis on returned veterans; • officer safety – since introduction officer injuries when responding to mental illness calls dropped by 80%; and • learnings from the visit include; <ul style="list-style-type: none"> ○ increase in veterans being involved in police responses; ○ development of directed training for first response police; ○ engagement with the NGO sector locally; and ○ importance of training for call takers. <p>Resolution The ELT noted the presentation on the Crisis Intervention Team Course</p>	
<p>2.7</p> <p>Human Remains Recovery Team Presentation</p> <p>Assistant Commissioner Condon introduced Inspector Simon Palmer, Superintendent Paul Baker and Senior Sergeant Richie Callaghan to speak to this item.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • the intent of the Human Remains Recovery Team; • trial period and funding arrangements; • outcomes of the trial period; • advantages to Regions and Commands; and • limitations. <p>Resolution The ELT noted the presentation by the Human Remains Recovery Team.</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017

ITEM	ACTION
3.0 Reporting / Matters for Noting	
<p>Quarterly Performance Report 2017-18 (Q1)</p> <p>Anthony Crack spoke to this matter.</p> <p>ELT noted:</p> <ul style="list-style-type: none"> • the Service met or exceeded 21 of the 25 service delivery standards and 7 of 8 Operational Plan priorities are 'On Track'; and • public perception rates. <p>3.1 Assistant Commissioner Taylor noted inconsistency in messaging regarding crime statistics can cause negative public perception. The ELT agreed it was important to provide consistent figures and analysis around the statistics as part of the narrative.</p> <p>Assistant Commissioner Keating advised of Road Safety initiatives on the M1 commencing next week.</p> <p>Resolution The ELT noted the Quarterly Performance Report 2017-18 (Q1).</p>	
<p>Quarterly Crime Statistics Report 2017-18 (Q1)</p> <p>Deputy Commissioner Pointing spoke to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • five year highlights; and • overview of crime statistics from July 2016 to September 2017. <p>3.2 Sch3(10)(1)(f) [REDACTED]</p> <p>The ELT discussed Domestic Violence offences and targeted strategies to reduce Domestic Violence related Homicides. Deputy Commissioner Pointing questioned assurance that Domestic Violence instances are being overviewed properly and offenders are prosecuted effectively in regards to further criminal offences.</p> <p>Resolution The ELT noted the Quarterly Crime Statistics Report 2017-18 (Q1).</p>	
<p>Quarterly Complaints Report 2017-18 (Q1)</p> <p>Assistant Commissioner O'Regan spoke to this matter.</p> <p>The ELT noted over the reporting period:</p> <ul style="list-style-type: none"> • complaints have decreased 1%; and • allegations have decreased 9%. <p>3.3 Resolution The ELT noted the Quarterly Complaints Report 2017-18 (Q1); and</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 8 December 2017

	ITEM	ACTION
3.4	<p>Out of Session Decisions</p> <ul style="list-style-type: none"> • Commonwealth Games Group Submissions • ELT Profiles • Workplace Champion Program • Mental Health Act Implementation Closure Report <p>Resolution The ELT noted the decisions made out of session.</p>	
3.5	<p>Other Board and Committee Minutes</p> <ul style="list-style-type: none"> • Board of Management meeting 24 November 2017; • Demand & Resource Committee meeting on 17 August 2017; • Demand & Resource Committee meeting on 26 September 2017; • Demand & Resource Committee meeting on 27 October 2017; • Program Management Board meeting on 17 August 2017; • Program Management Committee meeting on 26 September 2017; and • Program Management Committee meeting on 27 October 2017. <p>Resolution The ELT noted Board and Committee minutes noted at the last Board of Management meeting on 24 November 2017.</p>	
3.6	<p>Our People Matter</p> <p>Deputy Commissioner Pointing introduced Paul Casey to speak to this matter.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • priorities and consultation in the development of the strategy; • overview of the four pillars of the strategy: <ul style="list-style-type: none"> ○ Healthy bodies; ○ Healthy minds; ○ Safer Workplaces; ○ Fair and positive workplaces; and • suggested strategies for immediate gains. <p>Deputy Commissioner Pointing requested feedback on the strategy no later than COB next Monday to allow further steps.</p> <p>Deputy Commissioner Pointing noted the framework allows room for further strategies that contribute to the four pillars.</p> <p>Resolution The ELT provided in principle endorsement for the strategy subject to any feedback provided within the requested timeframe.</p>	
3.7	<p>Discussion Exercise</p> <p>Superintendent Bill Graham and Inspector Brendan Smith led a discussion exercise. Simon Kelly also engaged in this discussion in regards to public communication and messaging.</p>	



QUEENSLAND POLICE SERVICE

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ITEM	ACTION
<p>3.8 Other Matters for Discussion</p> <p>Deputy Commissioner Pointing asked if there were any further matters for discussion.</p> <p>Assistant Commissioner McCarthy requested feedback and comments on ICOP. The ELT discussed if the system should be made available offline on personal computers.</p>	
4.0 Close of Business	
<p>4.1 Meeting Evaluation</p> <p>Deputy Commissioner Pointing asked Assistant Commissioner O'Regan to evaluate the meeting</p> <p>Assistant Commissioner O'Regan noted:</p> <ul style="list-style-type: none"> • the vast majority of matters discussed were appropriate and strategic; • recommended further discussions regarding the future of policing; • EY presentation was good and the team should continue to engagement in this space; • recommended more time is spent discussing the crime statistics reports strategically; and • recommended a full day on the "Our People Matter Strategy". 	
<p>4.2 Commissioners Close</p> <p>Deputy Commissioner Pointing:</p> <ul style="list-style-type: none"> • thanked ELT members for attending the meeting; • advised ELT the next meeting will be scheduled for 8 February 2018 in the Microsoft Offices' at 400 George Street; and • wished all members a safe and happy Christmas and acknowledged all staff working over the Christmas holiday period. 	
<p>4.3 Meeting Close</p> <p>The Chair closed the meeting at 3:10pm.</p>	

Submitted by Secretary

Sch4p4(6)

Inspector
Board Secretary

Confirmed by the Committee in the meeting

of

23/2/18

(Date of Meeting)

Sch4p4(6)

Chair
Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting

Meeting Date:	23 January 2018
Location:	Commissioners Large Conference Room, Level 7 PHQ
Time:	11:00am to 3:00pm
Members:	<p>Commissioner Ian Stewart (Chair)</p> <p>Deputy Commissioner (Commonwealth Games) Steve Gollschewski</p> <p>Deputy Commissioner (Strategy, Policy & Performance) Tracy Linford</p> <p>Deputy Commissioner (Regional Operations) Bob Gee</p> <p>A/Deputy Commissioner (Specialist Operations) Paul Stewart</p> <p>Assistant Commissioner Tony Wright, Southern Region</p> <p>Assistant Commissioner Mike Condon, Operations Support Command</p> <p>Assistant Commissioner Allan McCarthy, Organisational Capability Command</p> <p>Assistant Commissioner Maurice Carless, State Crime Command</p> <p>Assistant Commissioner Alistair Dawson, Central Region</p> <p>Assistant Commissioner Clem O'Regan, Ethical Standards Command</p> <p>A/Assistant Commissioner Brian Wilkins, Brisbane Region</p> <p>A/Assistant Commissioner Kath Innes, People Capability Command</p> <p>A/Assistant Commissioner Peter Fleming, Intelligence, Counter-Terrorism & Major Events Command</p> <p>Assistant Commissioner Brian Codd, South Eastern Region</p> <p>A/Assistant Commissioner Kevin Guteridge, Northern Region</p> <p>Assistant Commissioner Peter Crawford, Commonwealth Games Group</p> <p>Chief Superintendent Cheryl Scanlon, Crime & Corruption Commission</p> <p>Carolyn Harrison, A/Executive Director Legal Division</p> <p>Paul Friedman, A/Executive Director, Organisational Capability Command</p>
Associate Attendees:	<p>Simon Kelly, Director, Media and Public Affairs, CCC</p> <p>Chief Superintendent Charysse Pond, State Crime Command</p> <p>Superintendent Amanda Brownhill, Legal Division</p>
Attendees:	<p>Rob Setter, Chief Executive, Public Service Commission (from item 2.1)</p> <p>Inspector Dale Frieberg, President, QPCOUE (from item 2.1)</p> <p>Ian Leavers, President, QPU (from item 2.1)</p> <p>Paul Casey, A/Executive Director, People Capability Command (item 2.1, 2.2 and 2.3)</p> <p>Wade Fuller, A/Inspector, People Capability Command (item 2.3)</p> <p>Anna Howell, People Capability Command (item 2.1, 2.2 and 2.3)</p> <p>Senior Sergeant Alice Yunker, People Capability Command (item 2.1, 2.2 and 2.3)</p>
Board Secretary:	<p>Inspector Sean O'Neill</p> <p>Kristie Rose, Governance Officer</p>

	ITEM	ACTION
1.0	Welcome	
1.1	<p>Opening and Welcome</p> <p>The Chair opened the meeting at 11:04am and:</p> <ul style="list-style-type: none"> • Welcomed all attendees to the ELT Meeting. • Noted the following apologies and relieving arrangements: • Brian Wilkins attending as A/AC BR; • Carolyn Harrison attending as A/ED LD • Kath Innes attending as A/AC PCAP • Peter Fleming attending as A/AC ICMC • Paul Taylor is on leave and represented by Kev Guteridge, A/AC NR; \ • Anthony Crack is on leave and represented by Paul Friedman, A/ED Policy & Performance; and • Assistant Commissioner Crawford, Comm Games will depart the meeting early at 1pm 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 January 2018

	ITEM	ACTION
1.2	<p>Commissioners Address</p> <p>The Commissioner and Deputy Commissioners Linford, Gee and Gollschewski spoke to the recent changes in the membership of the ELT and what this would mean for the Team moving forward.</p>	
2.0	<p>Matters for Discussion</p>	
2.1	<p>Our People Matter Strategy</p> <p>A/Deputy Commissioner Stewart introduced Paul Casey to speak to this item.</p> <p>The ELT noted an update on the strategy and further discussed the importance of sustaining the message and intent of the strategy.</p> <p>The ELT agreed further focus is required on a service wide internal communication strategy.</p>	<p>Consider service wide internal communication strategy/strategies further to work currently being undertaken by the Innovation Unit on communication methods – AC OCC</p>
2.2	<p>Working for Queensland Survey Results</p> <p>A/Deputy Commissioner Stewart introduced A/Inspector Wade Fuller to speak to this item:</p> <p>The ELT noted an update on the progression of analysis of the 2017 Working for Queensland Survey results.</p> <p>The ELT discussed comparisons with Queensland Ambulance Service (QAS) and Health Departments and agreed the opportunity to discuss the similarity of results further with QAS at the February meeting will be worthwhile.</p> <p>Sch4p3(20)</p>	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 January 2018

ITEM		ACTION
2.3	<p>Flexible Working Arrangements</p> <p>Deputy Commissioner Linford introduced Paul Casey and Anna Howell to speak to this item.</p> <p>The ELT noted an overview of the current industrial and legislative framework of flexible working arrangements.</p> <p>The ELT discussed the importance of making flexible working arrangements available to all staff and capitalising on opportunities these arrangements can provide.</p>	
2.4	<p>Inclusion and Diversity Action Plan</p> <p>Deputy Commissioner Gollschewski spoke to this item and provided an overview of the Inclusion and Diversity presentation he delivers to Regions/Commands and Districts/Groups across the service.</p> <p>The ELT agreed on the importance of this issue and recommended further discussions at a future meeting.</p>	<p>Dedicate future ELT session to Inclusion and Diversity – Board Secretary</p>
Sch4p3(20)		
2.7	<p>General Discussion and Actions</p> <p>The ELT discussed next steps.</p>	
3.0	<p>Close of Business</p>	
3.1	<p>Meeting Close</p> <p>The Chair closed the meeting at 3:04pm.</p>	

Submitted by Secretary

Sch4p4(6)

 Inspector
 Board Secretary

Confirmed by the Committee in the meeting

of 23/2/18
 (Date of Meeting)

Sch4p4(6)

 Chair
 Executive Leadership Team



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting



Meeting Date: 23 February 2018

Location: Commissioners Large Conference Room, Level 7 PHQ

Time: 8:00am to 3:00pm

Members: Commissioner Ian Stewart (Chair)
 Deputy Commissioner (Commonwealth Games) Steve Gollschewski
 Deputy Commissioner (Strategy, Policy & Performance) Tracy Linford
 Deputy Commissioner (Regional Operations) Bob Gee (Proxy Chair)
 A/Deputy Commissioner (Specialist Operations) Paul Stewart
 Assistant Commissioner Tony Wright, Southern Region
 Assistant Commissioner Mike Condon, Operations Support Command
 Assistant Commissioner Allan McCarthy, Organisational Capability Command
 Assistant Commissioner Maurice Carless, State Crime Command
 Assistant Commissioner Alistair Dawson, Central Region
 Assistant Commissioner Clem O'Regan, Ethical Standards Command
 Assistant Commissioner Mike Keating, Road Policing Command
 A/Assistant Commissioner Brian Wilkins, Brisbane Region
 A/Assistant Commissioner Peter Fleming, Intelligence, Counter-Terrorism & Major Events Command
 Assistant Commissioner Brian Codd, South Eastern Region
 Assistant Commissioner Paul Taylor, Northern Region
 Chief Superintendent, Matthew Vanderbyl, Commonwealth Games Group
 Chief Superintendent Cheryl Scanlon, Crime & Corruption Commission
 Anthony Crack, Executive Director, Policy and Performance
 Paul Casey, Executive Director, People Capability Command
 Carolyn Harrison, A/Executive Director Legal Division
 Jenson Spencer, Chief Digital Officer

Associate Attendees: Simon Kelly, Director, Media and Public Affairs, CCC
 Chief Superintendent Charysse Pond, State Crime Command
 Superintendent Amanda Brownhill, Legal Division

Invited Attendees: Peter Griffin, Chief Operating Officer, PSBA
 Kurt Marsden, General Manager, HR, PSBA
 Greg Watts, A/Chief Information Officer, F&DS, PSBA
 Wayne Brummer, A/General Manager, BSD, PSBA
 Commissioner Russell Bowles, Queensland Ambulance Service *(items 2.3 and 2.4 only)*
 Deputy Commissioner Dee Taylor-Dutton, Service Planning & Performance *(item 2.3 and 2.4)*
 Deputy Commissioner Craig Emery, State LASN Operations *(items 2.3 and 2.4 only)*
 Executive Director Michael Metcalfe, Corporate Services *(items 2.3 and 2.4 only)*
 Dr Stephen Rashford, Medical Director *(items 2.3 and 2.4 only)*
 Assistant Commissioner Stephen Gough, Capability and Development *(items 2.3 and 2.4)*
 Assistant Commissioner Gerard Lawler, Commonwealth Games *(items 2.3 and 2.4 only)*
 Assistant Commissioner Chris Broomfield, Metro North LASN *(items 2.3 and 2.4 only)*
 Assistant Commissioner Peter Warrener, Metro South LASN *(items 2.3 and 2.4 only)*
 Assistant Commissioner Michell Baxter, Cairns and Hinterland LASN *(items 2.3 and 2.4)*
 Assistant Commissioner Stephen Zsombok, Darling Downs LASN *(items 2.3 and 2.4 only)*
 Assistant Commissioner John Hammond, Gold Coast LASN *(items 2.3 and 2.4 only)*
 Assistant Commissioner Timothy Eva, Sunshine Coast LASN *(items 2.3 and 2.4 only)*
 Assistant Commissioner Robbie Medlin, Townsville LASN *(items 2.3 and 2.4 only)*
 Rob Setter, Chief Executive, Public Service Commission *(item 2.4 only)*
 Wade Fuller, Inspector, People Capability Command *(items 2.4 and 2.5 only)*

Board Secretary: A/Inspector Bill Randle
 Kristie Rose, Governance Officer



QUEENSLAND POLICE SERVICE

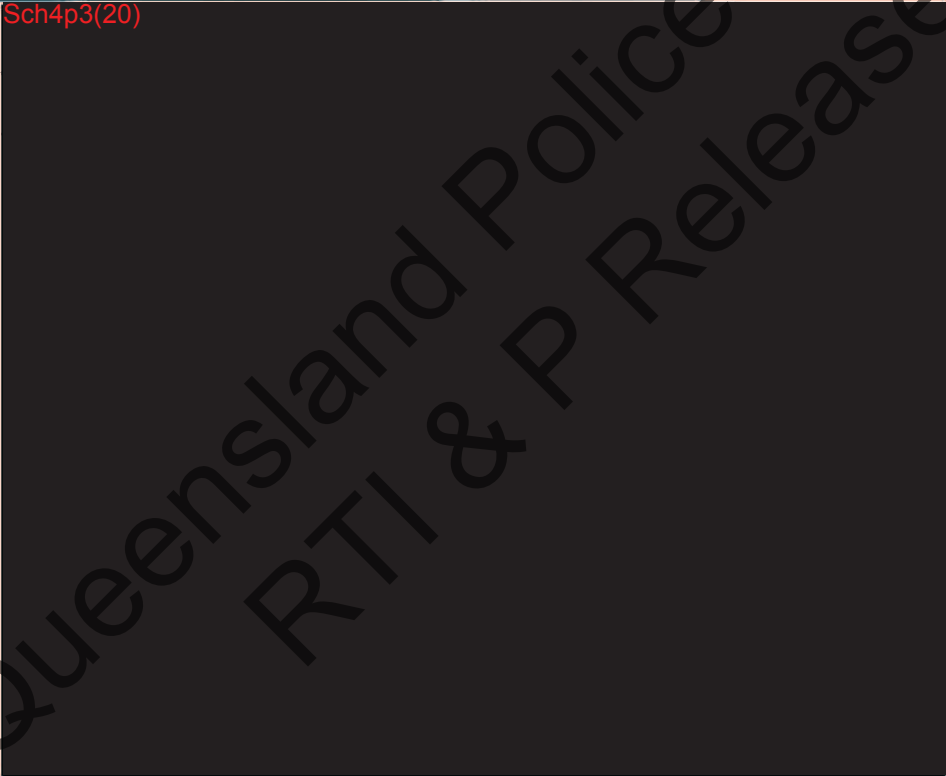
Executive Leadership Team Meeting – 23 February 2018

	ITEM	ACTION
1.0	Welcome	
1.1	<p>Opening and Welcome</p> <p>The Chair opened the meeting at 8:10am, and:</p> <ul style="list-style-type: none"> • thanked ELT members for attending; • acknowledged the following apologies: <ul style="list-style-type: none"> ○ Commissioner Stewart; ○ Deputy Commissioner Gollschewski; ○ Deputy Commissioner Linford; ○ Assistant Commissioner Chelepy; ○ A/Deputy Commissioner Stewart departed the meeting at 1pm; and ○ A/Assistant Commissioner Fleming departed the meeting at 1pm. • welcomed the invited attendees; and • noted the attendance of QAS Senior Executive members and Rob Setter, Chief Executive Officer, Public Service Commission later in the meeting. 	
1.2	<p>Confirmation of Agenda</p> <p>The Chair confirmed the agenda. No amendments were made.</p>	
1.3	<p>Minutes of previous meeting</p> <p>The minutes of the previous meetings held 8 December 2017 and 23 January 2018 were signed by the Chair.</p> <p>No amendments were requested by ELT members.</p>	
2.0	Presentations and Engagement Session	
2.1	<p>Commonwealth Games</p> <p>Chief Superintendent Vanderbyl spoke to this item.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • legislation requirements and the need for 100% compliance regarding this training; • the importance of adhering to joining instructions; • Chief Superintendent Vanderbyl will be the Brisbane based contact; • ICT deployment; • security arrangements for the athletes village; • opening ceremony and implications of the Easter public holidays; • rosters have all been completed in iTAS, although employees do not yet have visibility of these as yet; • roster and deployee changes after 5 March can not be accommodated unless there are extenuating circumstances; • roster processes will include automated overtime processing; • an exemption of FBT has been provided by the tax office on travel allowances; • an overview of the arrangements for the transition of Commonwealth Games staff back to owning regions and command; and • the exercise program is now completed and there have been a range 	<p>Follow up on the following matters in advance of the Commonwealth Games:</p> <ol style="list-style-type: none"> 1. 100 % compliance with Legislation Training 2. Advice of activation of BWC when exercising powers under the Legislation 3. Roster changes to be kept to a minimum – All ELT Members



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 February 2018


	ITEM	ACTION
	<p>of learnings particularly from the strategic cell.</p> <p>The Chair highlighted the following points for ELT members to action appropriately:</p> <ol style="list-style-type: none"> 1. 100% compliance on the QC1489_01 Commonwealth Games Legislation training needs to be achieved. 2. Staff need to be made aware that when they exercise their powers under this Legislation, Body Worn Camera needs to be activated and this footage will be reviewed. 3. Roster changes are to be kept to a minimum. ELT members are requested to carefully consider the circumstances of all requests before approving them. <p>A/Deputy Commissioner Stewart recommended the Ignite training statistics be shared with ELT at VidCons in the lead up to the games.</p>	
2.2	<p>Sch4p3(20)</p> 	
2.3	<p>Engagement with QAS</p> <p>The Chair welcomed Commissioner Bowles and the executive members from QAS.</p> <p>The Chair spoke to the following matters:</p> <ul style="list-style-type: none"> • the culture of QPS; • overview of calls for service statistics; and • noted an increase in mental health calls for service. <p>Commissioner Bowles spoke to the following matters:</p> <ul style="list-style-type: none"> • growth pressures • acknowledged the opportunity for QAS and QPS ELTs to meet and the benefits of this; 	



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 February 2018



ITEM	ACTION
2.4 Sch4p3(20), Sch4p3(13) 	

Queensland Police Service
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QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 February 2018

ITEM	ACTION
2.6	<p>Sch4p3(20), Sch4p3(13), Sch4p3(16)</p> <p>[Redacted]</p>
2.7	<p>Other Matters for Discussion</p> <p>Sch3(10)(1)(f)</p> <p>[Redacted]</p> <p>Peter Griffin thanked the Chair for inviting the PSBA executive members to the meeting and noted the valuable interaction with QAS. He further advised the finance issues raised by Wayne Brummer are common across the Portfolio and the PSBA Board of Management recently had a discussion regarding the strategic outlook of PSBA.</p>



QUEENSLAND POLICE SERVICE

Executive Leadership Team Meeting – 23 February 2018

ITEM		ACTION
3.0	Close of Business	
3.1	<p>Meeting Evaluation</p> <p>The Chair invited Assistant Commissioner Wright to evaluate the meeting.</p> <p>The ELT noted:</p> <ul style="list-style-type: none"> • matters discussed were appropriate; • it was a valuable opportunity to engage with the QAS executive team; • the engagement with QAS provided multiple benefits including opportunities to collaborate in the future on strategies; • there was good participation by the group; • the workforce discussion was important; and • the ELT came together as a collegial group. 	
3.1	<p>Meeting Close</p> <p>The Chair thanked all members for their attendance and engagement and reinforced the need to enact the strong workforce strategies which have been developed.</p> <p>The Chair closed the meeting at 1:45pm.</p>	

Submitted by Secretary

Confirmed by the Committee in the meeting

Sch4p4(6)

of 15 MARCH 2018
(Date of Meeting)

Sch4p4(6)

Inspector
Board Secretary

Chair
Executive Leadership Team

Queensland Police Service
RTI & P-Release